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## INTERNATIONAL SYSTEMS CORPORATION

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LINCOLN PROFESSIONAL CENTER, SUITE 203 • 10401 W. LINCOLN AVE. • MILWAUKEE, WI 53227 • (414) 327-5809

July 19, 1982

ss is this,

Director of Data Processing
Department A, Room 821 (CW)
Post Office Box 1925
Washington, D.C. 20013

Dear Director:

We realize that most programming requirements are for permanent full-time positions. However, an alternative that may be of interest to you is ISC's unique apprentice programming plan. It is designed to allow your company to increase its permanent staff while reducing the administrative costs involved in traditional hiring practices.

We have enclosed a brief description of our plan for your reference and will be in touch for your comments.

Sincerely,

Wang

David R. Meister

DRM/pds

Enclosure

Of course experienced professional contract programmers continue to be available through ISC for you business needs.

INTERNATIONAL SYSTEMS CORPORATION

DAVID R. MEISTER

LINCOLN PROFESSIONAL CENTER 10401 W. LINCOLN AVE., SUITE 203 MILWAUKEE, WISCONSIN 53227

(414) 327-5809

## APPRENTICE CONTRACT PROGRAMMING

International Systems Corporation announces an exciting new concept in contract computer programming - apprentice contract programming. This innovation allows companies to evaluate the performance and professionalism of entry level programmers on the job without the administrative or budgeting requirements of permanent employees.

## This is how it works:

- 1. A requirement for an apprentice programmer is determined by a company.
- 2. Resumes of previously screened computer science graduates available for placement are presented to the company's management for evaluation and selection for interviews.
- 3. Personal interviews between company management and the selected candidates are arranged.
- 4. The selected candidate begins working at the client company on a contract basis. If the performance of the apprentice programmer continues to be acceptable to company management, the contract continues for one year from the date of placement. If the performance is not acceptable, the contract may be terminated at any time.
- 5. At the end of one year, the client company may hire the apprentice programmer (without paying a placment fee), continue their service on a contract basis, or terminate the service.



We believe our program benefits the client company in the following ways:

- Only previously screened candidates are presented for interviews.
- 2. Administrative work related to permanent employees is eliminated.
- 3. Flexibility in maintaining staffing levels is increased.
- 4. The necessity to take a calculated risk when hiring an entry level programmer based on the interview evaluation and reference checking is eliminated. Now, hiring can be based on actual performance.
- 5. Placement fees are eliminated.

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